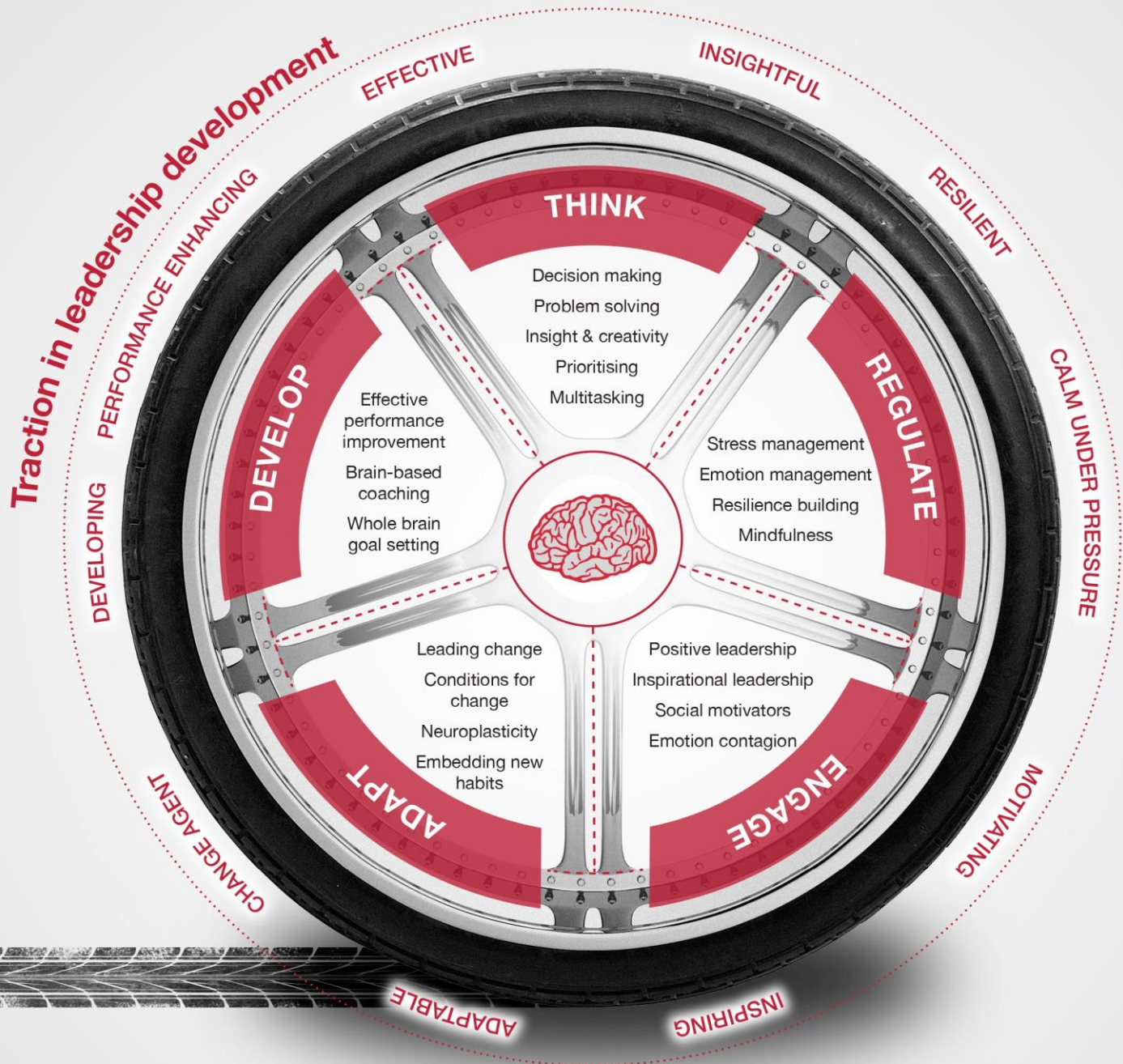


# Neuroleadership TREAD™ Advantage

Think . Regulate . Engage . Adapt . Develop  
WITH THE BRAIN IN MIND



5 Neuro-inspired modules + 20 Leadership enhancing topics = 10 Leadership outcomes

**Format Options:** Half day modules  
2 day workshop  
Webinars  
Leadership keynote presentation



*"EnHansen Performance provided Cairns Transport and Main Roads with NeuroLeadership TREAD Workshops for our managers and the Senior Regional Leadership team. She had come recommended after the work done with TMR in Townsville. The workshops provided insight to each of us about how our brains work and this was powerful in understanding ourselves and others. As a management team of predominately engineers it gave some scientific basis to the art of leadership and promoted emotional intelligence in a structured and logical way – playing to the strengths of engineers, whilst still engaging with staff overall."*

**Jessica Riddell**  
Business Development Manager  
**Transport and Main Roads (TMR) – Cairns, QLD**

*"Kristen Hansen presented at our Specialty Fashion Group Annual Leadership conference to 85 leaders. The topic was The Neuroscience of Leadership (NeuroLeadership TREAD) and it was informative, entertaining and rich with practical strategies to lift engagement, improve decision making and stress regulation as well as develop and coach others. Kristen's style was engaging, humorous and influential and the feedback was overwhelmingly positive. Such was her impact, people are still referring to the material presented and using it in the daily work life (and personal lives)."*

**Gary Perlstein**  
CEO  
**Specialty Fashion Group**

*"As a provider of trade services to the Mining, Transport and Construction industry we have a team of experienced technicians that have greatly benefited from Kristen's practical approach. Introducing the concept of Neuroscience of Leadership to a team that can spot the difference between a 5/8 spanner and a 9/16 spanner at 100 yards is not something that is expected to go well! However with Kristen's clear explanations and interaction, our team of floor up Supervisors and Leading Hands were able to grasp, joke, identify their own and others strengths and weaknesses from a neuroscience point of view."*

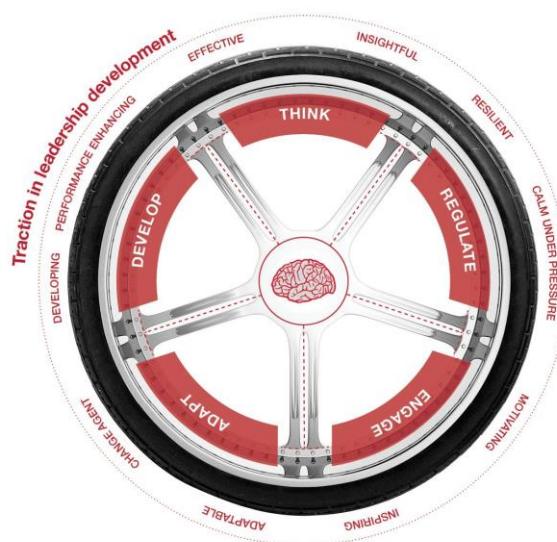
**Rusty Russell**  
Managing Director  
**Double R Heavy Equipment Repairs**

*"We recently ran a workshop for the top 30% of sales people in our business. Highly experienced, and successful in their own right. After a three and a half hour workshop exploring the fundamentals of Neuroscience and the relationship to high performance our team were buzzing."*

**Craig Hawkins**  
Sales Capability Consultant, Human Resources Division  
**Allianz**

*"Kristen Hansen presented on the Neuroscience of Leadership to over 150 of our people leaders. Kristen's presentation was engaging, informative and practical. Kristen was incredibly entertaining and full of energy. She was able to make complex theory simple and easy to understand whilst also applying it practically for our leaders to take back and use with their teams. The feedback from our people leaders has been exceptional with many stating that they have been able to apply much of what Kristen presented."*

**Allyson Carlile**  
Head of HR, AFS Multibrand  
**Westpac Group**



*"I found the Neuroleadership TREAD webinars were framed well for leaders. Kristen really simplified a complex topic so that it was easy to digest, concepts understood and most importantly our leaders could see how the information applied to them as leaders/coaches. The webinar format flowed well and the interaction components really allowed the participants to demonstrate their understanding of the topics covered and embed their learning."*

**Suzana Katic**  
Learning & Development  
**Chep**

*"I would just like to thank you for delivering the Neuroleadership TREAD program and the Emotionally Intelligent Leader Courses as part of the Ambulance Service Executive Development Program. These courses have allowed me to understand how I react to different situations in the work place and given me a greater awareness of my staff's verbal and non-verbal cues to situations at work. These courses have also made it easier when acting up in Deputy Director roles as my interpersonal skills have improved by better understanding of how cognitively I react and deal with different situations. My staff have given me positive feedback on the positive way I deal with conflict and other situations in a positive and inclusive manner."*

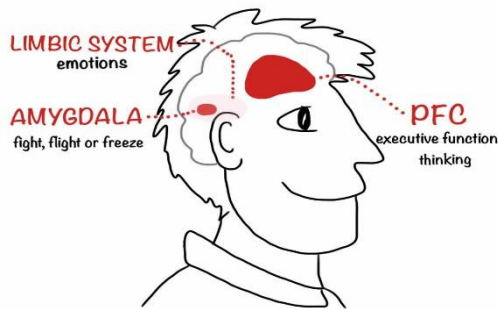
**David Koop**  
State Manager, Health Emergency Response Capability and Countermeasures  
**NSW Health Emergency Management Unit | Office of the State HS FAC**  
**NSW Health**

*"Kristen Hansen; dynamic, engaging and relevant. In presenting her neuroleadership session to the State Trustees managers, Kristen unlocked a response from the whole group that I've not been seen before. Every person took away strategies to help them be better leaders and they are still talking about the session months later"*

**John Brennan**  
General Manager - Strategy, Innovation & Transformation  
**State Trustees**

*"The neuroleadership skills I learned by attending the TREAD workshop have become an essential part of my management style at the Garvan Institute. I gained significant insight into the effect that stress can have on individual performance and productivity, and as a result I feel I am a better leader and manager, and I am more in tune with my team and internal clients."* **Christina Hardy**  
Director, Business Development & Legal Affairs  
**Garvan Institute of Medical Research**

*"I believe Neuroleadership is our best hope of seeing lasting change in our leaders. Kristen's engaging facilitation skills coupled with this exciting topic took all participants on a journey that they have fed back to me as "crucial for them in understanding their behaviour."*  
**Ashley Leadbetter**  
Senior Learning & Development Officer  
**Monadelphous**



## THINK

Understand core brain functions and what impacts effective decision making

- ✓ Make more effective decisions
- ✓ Improve creative problem solving capabilities
- ✓ Use emotion more effectively in decision making
- ✓ Improve productivity
- ✓ Understand conditions for peak mental performance
- ✓ Learn mindfulness techniques to improve decision making
- ✓ Focus on the innovation and vision



## DEVELOP

Understand the keys to the brain's ability to learn and develop

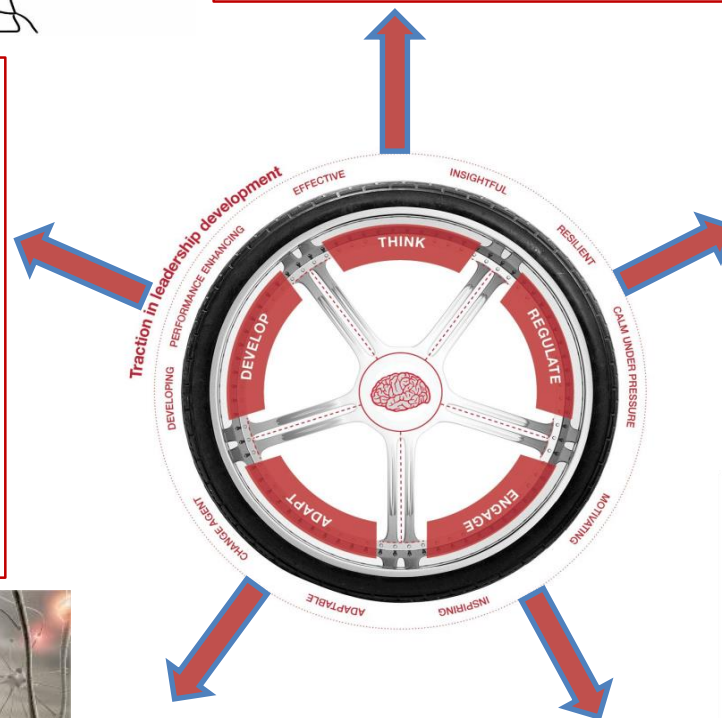
- ✓ Use whole brain goal setting techniques for greater traction
- ✓ Learn why coaching works
- ✓ Know the brain-based coaching techniques
- ✓ Focus on strength development
- ✓ Improve performance through effective feedback
- ✓ Acknowledge and recognise development



## REGULATE

Understand the brain's emotional triggers and response to stress

- ✓ Role model self-management
- ✓ Manage stress more productively
- ✓ Build resilience strategies
- ✓ Recharge mental capabilities
- ✓ Regulate emotions effectively
- ✓ Help others manage stress and emotion



## ADAPT

Understand the brain's resistance to change and capability to change

- ✓ Learn to be more adaptive to change
- ✓ Challenge the status quo
- ✓ Lead teams effectively through change
- ✓ Help others create more productive habits
- ✓ Form new thinking, emotional and behavioural habits



## ENGAGE

Understand the brain's emotional and engagement responses

- ✓ Learn key steps to building engagements
- ✓ Use the brain social motivators to motivate and inspire
- ✓ Build high engagement team environment
- ✓ Improve team dynamics to improve engagement
- ✓ Foster collaborative environment
- ✓ Celebrating wins

...with brain in mind

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## Key Take-Aways for Talent Management

### THINK

**To get the best from your TALENT, they need to be led and in an environment that generates a “reward state”.**

The pre-frontal cortex, the conscious brain responsible for executive function, is highly sensitive in terms of peak mental performance. The amygdala, once aroused and a “threat state” is generated, can reduce the processing and creative capacity of the PFC. Even a small threat can have a big impact on working memory, likelihood of “insights” and ability to take risks and see opportunities.

PRISM Brain Mapping can help identify the natural brain preferences of your TALENT – best performance comes from utilising natural talent, so utilise this knowledge to continue to build on your TALENTS strengths.

### REGULATE

**Usually your TALENT take on extra responsibilities, are stretched in terms of pressure and have to be highly adaptable.**

Providing your TALENT with tools to build resilience and handle stress, can increase the likelihood of them thriving in the environment. Self-leadership is a key leadership tool for your TALENT to develop as they rise through the organisation. A 30 second circuit breaker of “Breathe, Label, Reappraise” can help them when they experience stress or negative emotions and regular deep breathing and positive reappraisal will also help building their resilience.

Resilience and mental toughness can be measured by PRISM Brain Mapping.

### ENGAGE

**It is essential that your talent is highly motivated and engaged as this is the key to retaining talent.**

By understanding that people have different intrinsic and social motivators, you provide environments and conversations that increase engagement levels. Emotions are contagious as well, so generating a positive working environment and ensuring leaders are good at stress management, can foster improved conditions for high levels of engagement.

The extent to which your leaders can inspire and initiate change can be measured by PRISM Brain Mapping – it is also possible to determine the extent to which the person is utilising their underlying preference in this area.

### ADAPT

**Your TALENT needs to be readily adaptable. They need to be able to change, lead through change and help others change.**

Utilising the key principles of neuroplasticity, your TALENT can be developed and they in turn can develop others effectively. For the brain to change (new habits to form), the brain requires Attention and Positive Feedback. Quality and quantity of feedback is a key aspect of this.

Adaptability as well as openness to new experiences can be measured by PRISM Brain mapping.

### DEVELOP

**TALENT need to be continually developed as well as developing skills in self-leadership. Leaders who know how to stretch, challenge, support and coach in an empowering way will keep TALENT motivated. TALENT also needs to learn these essential skills as they rise through the leadership.**

Brain-based coaching supports people to focus on the future, be solutions oriented, generate insights about challenges and primarily be in a “reward state”. Ask more than Tell, focus on the future and the positive. Utilise self-evaluation primarily and initially in feedback to increase autonomy.

PRISM can reveal natural and adapted preferences in supporting and coordinating the best use of people’s skills.

## Neuroscience of Leadership TREAD™ Session Modules/Webinars

### T Think

1. Innovative problem solving and expansive decision making
2. Effective work practises to enhance capability
3. Peak mental performance
4. Mitigating biases in decision making

### R Regulate

1. Managing stress
2. Regulating emotions
3. Building resilience
4. Mindful leadership

### E Engage

1. Enhancing team engagement
2. Capitalising on the “social brain”
3. Tailored engagement strategies
4. Motivating your team

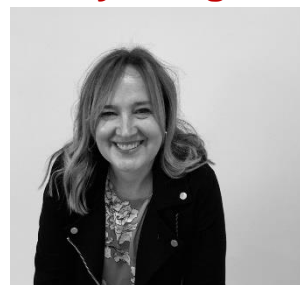
### A Adapt

1. Change your thinking and habits
2. Lead through change Developing
3. Change in others
4. Agile leadership

### D Develop

1. Effective goal setting
2. Brain-based coaching
3. Providing effective feedback Performance
4. management rewired

## About Sonya Hughes



Sonya Hughes is the founder of People Innovation Consulting and is a proven leader in organisational development and human resources. Her successful track record over more than 20 years collaborating with high profile multinationals and blue chip organisations has positioned Sonya right at the cutting edge of the people leadership field.

She brings experience at a national and international level in both established and emerging market countries. An experienced executive coach, speaker and facilitator, Sonya brings her deep insight and wealth of experience into the sphere of organisational culture, performance and change management.

Her background spans a wide range of industries including FMCG, Retail, Mining, Health, State Government and Transport. Sonya is accredited in NeuroTREAD through EnHansen Performance brain-based leadership facilitation, LSI & GSI with Human Synergistics and Prosci Change Management.